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Collective Bargaining Agreements

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5-16-1941

## Iowa Clothes Shop and Retail Clerks International Protective Association, Local 559 (1941)

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## Iowa Clothes Shop and Retail Clerks International Protective Association, Local 559 (1941)

### Location

Council Bluffs, IA

### Effective Date

5-16-1941

### Expiration Date

5-16-1942

### Number of Workers

12

### Employer

Iowa Clothes Shop

### Union

Retail Clerks International Protective Association

### Union Local

559

### NAICS

44

### Sector

Private

### Item ID

6178-009b132f005\_03

### Keywords

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

### Comments

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Copy of Agreement:

This agreement entered into this 16 thday of May 194,, IOWA CLOTHES SHOP, its assigns and successors, or firms owned or controlled by it, or who may later be acquired by it, hereinafter called the "Company" and Local Union #559, Retail Clerks International Protective Association, hereinafter called the "Union".

This agreement shall be subject to cancellation or amendment on any anniversary date of its signing, provided the party desiring such cancellation or amendment notify the other party hereto in writing of such desire, at least thirty (30) days prior to such date. Changes mutually agreeable may be ~~made~~ made at any time.

1. The Company agrees to retain in its employ only members, or those, if eligible, who will become ~~members~~ members within thirty (30) days from date of their employment, of the Union.

2. It is agreed between the parties hereto that all working rules and conditions unless changed by the terms of this agreement, in effect as of January 1, 1941, shall remain unchanged unless mutually agreeable.

3. New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas shall be regarded as holidays, and when ~~TM~~ these days fall on Sunday, the following day shall be observed as said holiday. No pay deductions shall be made for holidays.

4. 8:30 a.m. to 5:00pm, Monday through Friday shall be Summer store hours.

9:00 a.m. to 5:30 pm, Monday through Friday shall be winter store hours.

9:00 a.m. to 9:00 p.m. shall be Saturday store hours.

5. It is agreed between the parties hereto that employees will be allowed 8 days cumulative sick leave per year, but said leave shall not exceed thirty days.

6. Employees shall be allowed one hour for lunch each day, and on Saturday shall be allowed one hour for dinner.

7. Employees with one years service shall be allowed one week vacation with pay.

Employees with two or more years service shall be allowed two weeks vacation with pay.

8. Wage scales are set forth in Exhibit "A" and by this mention are made a part of this agreement.

9. Any dispute which may arise between the parties hereto with reference to the interpretation of this agreement, or the adherence to the provisions hereof by either party, which cannot be settled by conference between the parties, shall be referred to a board of arbitration consisting of one member appointed by the Company, and one by the Union, they to select the third. If the two arbitrators so chosen cannot agree on the third member, then such member shall be from the Federal Labor Conciliation Service. The written award of such board shall be binding upon the parties hereto. All awards shall be made within a reasonable time after being submitted to arbitration.

10. The company recognizes the Union as the sole collective bargaining agency for its salespeople.

11. When called for Jury duty, employees shall be paid in full minus such sums they may be paid for such jury duty.

12. Nothing in this contract shall lower the wages of any employee, abridge or delete any privileges enjoyed at the time of signing.

13. It is understood and agreed that no member of this Union shall be discriminated against in any manner whatsoever because of such union membership, or denied employment because of any such legitimate union activities.

IOWA CLOTHES SHOP

(signed by Prop)

Retail Clerks International  
Protective Ass'n, Local 559

(signed by the Organizer)

Exhibit "A"

New employees shall receive \$12.00 per week for first six months, then the minimum as set forth in this contract.

Minimum wage shall be \$15.00 per week for employees at time of signing of this agreement.

Employees receiving less than \$20.00 per week shall receive 20% increase.

Employees receiving more than \$20.00 per week but less than \$30.00 per week shall receive a 15 % increase.

Employees receiving more than \$30.00 per week but less than \$40.00 per week shall receive a 10 % increase.

The above increases shall be computed to include the percentage of wage increases granted employees since April 1, 1941.

The employer shall be given written notice of any employees intention to leave his service, at least two weeks in advance of such separation, and in case of lay-offs the employer shall notify such employees at least two weeks in advance of such lay-offs.

Should any employee "soldier on the job" or deliberately sluff in his sales, the employer shall have the privilege of asking the union for an arbitration committee to judge such employee and if necessary prescribe disciplinary action. Arbitration committee shall consist of employer, on representative of the union and a third member to be chosen by the first two. The written recommendation of such committee (majority) shall be binding on both parties.

Overtime shall be compensated at the rate of seventy(70) cents per hour, except for two weeks during the first part of the year and two weeks during the latter part of the year and at these times no overtime rate shall be paid.



R14-42-34

Retail Clerks # 559  
Council Bluffs, Iowa  
5-16-42?**CONFIDENTIAL**U.S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON

May 19, 1941

Miss Dora W. Snowden, Sec'y  
Retail Clerks Int'l Protective Ass'n, #559  
3635 Avenue B  
Council Bluffs, Iowa

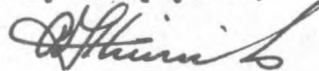
Dear Sir:

For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records, as well as any supplemental wage rates that have been negotiated. Your cooperation in sending us copies of them, together with the information requested below will be greatly appreciated.

If you have only one copy available and so designate, we shall be glad to make a duplicate and promptly return the original. If you so indicate, we will keep the identity of the agreement confidential, using the material only for general analysis which will not reveal the name of your union.

The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,



A. F. Hinrichs

Enc. Acting Commissioner of Labor Statistics

Name of company or employers' association signing the agreement

Iowa Clothes Shop-----Harry Cohen, Prop.

(If more than one employer, please list on reverse side)

Number of companies covered by agreement OneNumber of union members working under terms of agreement 12Number of nonmembers working under terms of agreement NoneBranch of trade covered Men's Clothing StoreDate signed May 16, 1941Date of Expiration Subj. to cancellation on Anniversary date -30 days noticeDo you wish the agreement returned? Yes ☐ No ☒ Kept confidential? Yes ☒ No ☐Dora W. Sowden

(Name of person furnishing information)

3635 Avenue B

(Address)

Council Bluffs, Iowa.

#10417